

## **FY22 Office for Equity & Inclusion Annual Report**

<b>FY22 Office for Equity &amp; Inclusion Annual Report</b>	1
Letter from the Vice President	2
Principles	3
The Office for Equity and Inclusion Staff	4
Major Accomplishments	5
Reaching Hearts: Individual and Community Engagements	5
Enriching Minds: Inclusive Education and Programming	6
Realigning Systems: Institutional Change	7
Plans for 2022-23	9

## Letter from the Vice President

Hearts. Minds. Systems. That's what we get to work on in the Office for Equity and Inclusion. Through individual and community engagement, we reach hearts. Through inclusive education and programming, we nourish minds. Through institutional change and collaborations across the college, we realign systems. All of this is in the service of improving and enriching the educational and work experience of everyone at Smith -- students, staff, and faculty -- especially for those who have been historically excluded.

As the first principle of our [Toward Racial Justice](#) plan states: "Because Smith was not originally designed for the diverse students, staff and faculty that we have now, we are called to reflect on our past and present to build a more just and inclusive future."

Through reflection and collaboration, we build this community. Signs of hope from last year include:

- For three years in a row, over 50% of our new tenure-track hires identify as faculty of color.
- Racial justice action planning for all units has commenced in earnest under the leadership of newly hired Action Planning Facilitator/Coordinator Marjorie Valdivia.
- The Cabinet ratified [principles](#) of diversity, equity, and inclusion.
- Single-stall restrooms across campus have been relabeled to be gender inclusive.

This report is a brief and non-exhaustive look into the achievements, collaborations, and plans of the Office for Equity and Inclusion.

Yours,  
Floyd Cheung

## Principles

The Office for Equity and Inclusion (OEI) grounds its work in the college's mission and sustained commitment to be a diverse, inclusive, and equitable campus. We aspire for every member of our community to uphold these principles. To promote a shared understanding across campus, here is our articulation of the principles of diversity, inclusion, and equity. These [understandings](#) were created by OEI in collaboration with campus community members and then ratified by the Cabinet. These are by our community and for our community.

A commitment to **DIVERSITY** requires us to develop an awareness of who makes up our community and what their experiences and identities are.

A commitment to **INCLUSION** requires us to make sure all community members are seen, heard, respected, and valued as full human beings and are encouraged to contribute to community life.

A commitment to **EQUITY** requires us to remove obstacles to full participation and recognition for members of our community and to pursue corrective justice for those unfairly denied full participation and recognition.

## **The Office for Equity and Inclusion Staff**

**Floyd Cheung**, VP for Equity and Inclusion

**Queen Lanier**, Assistant to the VP for Equity and Inclusion

**Martha Alexander**, Director of Non-Discrimination Initiatives & Title IX Coordinator

**Laura Rauscher**, Senior Adviser on Disability Access and Inclusion

**Raven Fowlkes-Witten**, Program and Outreach Coordinator & Advocate for Undocumented and Trans Students

**Toby Davis**, Inclusion Education Facilitator/Trainer & Advocate for Low-Income, First Generation, and Trans Students

**Marjorie Valdivia**, Action Planning Project Coordinator and Facilitator

**Loretta Ross**, Faculty Fellow for Equity and Inclusion and Associate Professor of the Study of Women and Gender

**Sonia Paredes**, OEI Intern, 2021

**Hamdiya Ahmed**, OEI Intern, 2022

## Major Accomplishments

### Reaching Hearts: Individual and Community Engagements

- Launched Racial Justice Action Planning for all units with inaugural facilitator/coordinator Marjorie Valdivia
- Ratified [equity and inclusion principles](#)
- Co-sponsored Yvonne Tiger's talk on Smith's first-known Native American graduate, Angel DeCora
- Developed "Generating Justice and Joy," a regular forum for community sharing and processing of local and global joys and concerns with CRSL and the Jandon Center
- Collaborated with the roundtable response group to address crises in the moment including racially motivated violence and when hate groups come to campus
- Held second series of Cross Class Dialogue sessions for staff, students, and faculty
- Organized a successful Cromwell Day with speaker LaTosha Brown, seven workshops, and a [communal art quilt](#) under the theme "Collective Imagining of Antiracist Democracies: Fighting for Racial Justice"
- Developed "[Elevate Your Activism](#)" with the Jandon Center as a resource for student activists
- Sustained nine staff and faculty affinity groups at Smith
- Launched the First Gen/Low Income Stakeholders group
- Screened film *In Our Own Words* and held panel on being trans at Smith
- Hosted a trans/non binary family mixer
- Organized "Trans-forming the Workplace" panel with trans and nonbinary alums
- Collaborated with the Dean of the College on the third annual celebration of staff, students, and faculty that make a difference for new students
- Hosted house conversations on the Black Lives Matter banners
- Served as liaison between the Posse Foundation and Smith cohorts
- Fielded and resolved [complaints](#) of discrimination
- Offered support and mentorship to Smith community members
- Hosted semi-annual conference of the Liberal Arts Diversity Officers network
- Supported students, staff, and faculty members around navigating equity and inclusion issues

## **Enriching Minds: Inclusive Education and Programming**

- Launched Antiracist Learning Community for Faculty and Staff Who Teach with Provost's Office
- Read and discussed Anthony Jack's *Privileged Poor* with the Office of Admission
- Trained a successful inaugural cohort of students for the Leaders for Equity-Centered Design (LEAD) program
- Trained the Student Financial Services staff on trans inclusion
- Hosted Tia Brown McNair on "Using Equity-Minded Strategies to Advance Anti-Racist Reform"
- Co-sponsored Crystal Fleming to talk on "Multiracial Inclusion in the Neoliberal Age" with Africana Studies
- Offered well attended book clubs and movie screenings in collaboration with Presidential Colloquia
- Co-funded Sherrerd Teaching Mentors for Equitable and Inclusive Pedagogies with the Provost's Office
- Created programming around Annette Gordon-Reed's Presidential Colloquium on "The Struggle For Democracy in America"
- Developed Calling-In curriculum with Professor Loretta Ross and Residential Life
- Graduated nine new [LEAD Scholars](#) in collaboration with the Wurtele Center
- Supported the ongoing Unlearning Ideological Whiteness group for staff and faculty
- Co-sponsored the new chest binder try-on library with the Wellness Office and Dean of the College

## **Realigning Systems: Institutional Change**

- Worked with Facilities to relabel single-stall restrooms to welcome people of all gender identities
- Worked with Information Technology Services to make it possible for students and employees to designate their pronouns in Workday and share their name pronunciation via [Moodle](#)
- Worked with the Provost's Office to revise the Faculty Record Sheet to enable faculty to share more explicitly their work to advance equity and inclusion
- Consulted with the Botanic Gardens on equity and inclusion elements in their strategic plan
- Advised Residence Life on winter break and summer housing
- Hired Chavella Pittman to work with faculty of color and make recommendations for addressing their concerns
- Served on the Summer and January Housing committees to bring an equity lens to the housing process
- The Racial Justice Action Planning process has been rolled out. Additionally, College Relations has completed the [Racial Justice Action Planning website](#).

## Participation in National Organizations

- **American Council on Education** | participant in learning community on DEI Evidence Imperative
- **Liberal Arts Diversity Officers** | hosted conference at Smith to build community and share promising practices; VP Cheung is the current treasurer
- **National Association of Diversity Officers in Higher Education** | consulting on how to operationalize the NADOHE framework for advancing antiracism on campus
- **Liberal Arts Colleges Racial Equity Leadership Alliance** | monthly learning opportunities and presidential conventions



## Plans for 2022-23

- Priority action items for next year:
  - Advance proposal for a required course on race and antiracism
  - Launch next phase of [racial justice action planning](#) for all units
  - Report on collaboration with Provost and Dean of the College on inventorying AAC&U high-impact practices, gathering student participation data disaggregated by race, and recommending innovations to improve equity
- Integrate disability justice more fully into the work of advancing equity and inclusion
- Collaborate with Professor Loretta Ross and the Dean of the College's Office to integrate the "Calling In" framework into new student orientation
- Unite affinity groups through reading *The Sum of Us* by Heather C. McGhee
- Develop ways to celebrate Diverse Smithies Past and Present
- Conduct a college-wide climate survey
- Create with College Relations an online dashboard to make Smith's progress on NADOHE's antiracism framework more visible